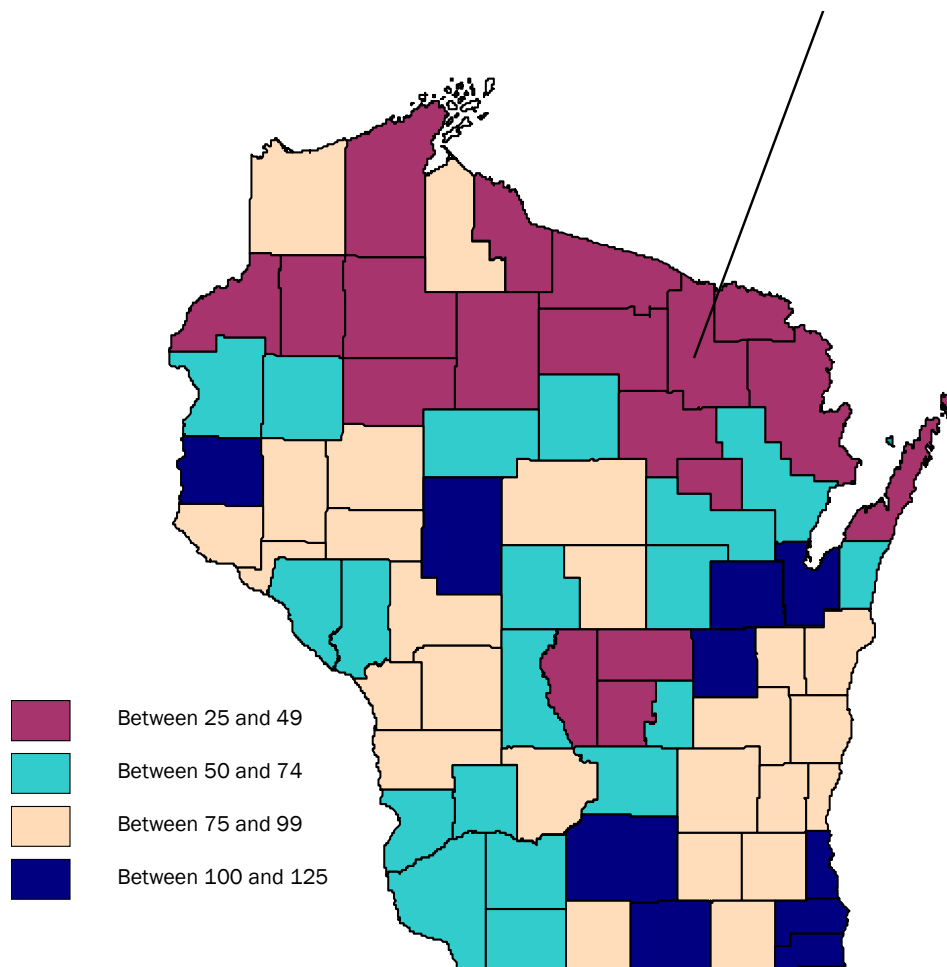


Forest County Workforce Profile



The number of residents aged 25-29 years for every
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



County Population

Population trends affect the supply of workers, the ability to attract employers and the demand for goods and services. Forest County added roughly 174 people or 1.7 percent to its population between the April 2000 Census and the January 2004 population estimates. Together, Wabeno, Nashville, Crandon, Hiles and Lincoln

years old is projected to be smaller in 2030 than in 2005. The 55-and-over group will grow from 3,346 people (33% of total population) to 4,956 people (48% of total population). The overall population will grow less than 2 percent while the 55-and-over population grows nearly 48 percent. In the year 2005, Forest County will have 70 residents aged 25 to 29 for every 100 residents aged 60 to 64; by 2030 that number will fall to 41. In 2005, projections suggest that 2,091 county residents will be aged 5 to 19 (approximately primary and secondary school ages). By 2030, this number will fall by 24 percent to 1,588. Together these trends could generate pressure to change funding or spending for social services or education. Such changes could affect the number of qualified workers available.

Total Population

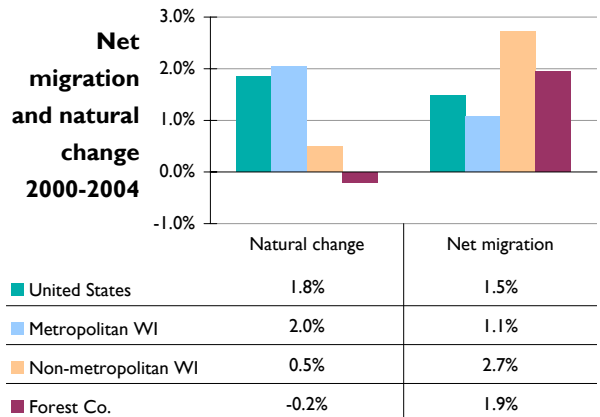
	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
United States	281,421,906	292,287,454	10,865,548	3.9%
Wisconsin	5,363,715	5,532,955	169,240	3.2%
Forest County	10,024	10,198	174	1.7%
Largest Municipalities				
Crandon, City	1,961	1,962	1	0.1%
Laona, Town	1,367	1,376	9	0.7%
Wabeno, Town	1,264	1,295	31	2.5%
Nashville, Town	1,157	1,182	25	2.2%
Lincoln, Town	1,005	1,021	16	1.6%
Crandon, Town	614	638	24	3.9%
Argonne, Town	532	545	13	2.4%
Armstrong Creek, Town	463	469	6	1.3%
Hiles, Town	404	421	17	4.2%
Freedom, Town	376	378	2	0.5%

Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

accounted for 45 percent of the county's population and 65 percent of the county's population growth.

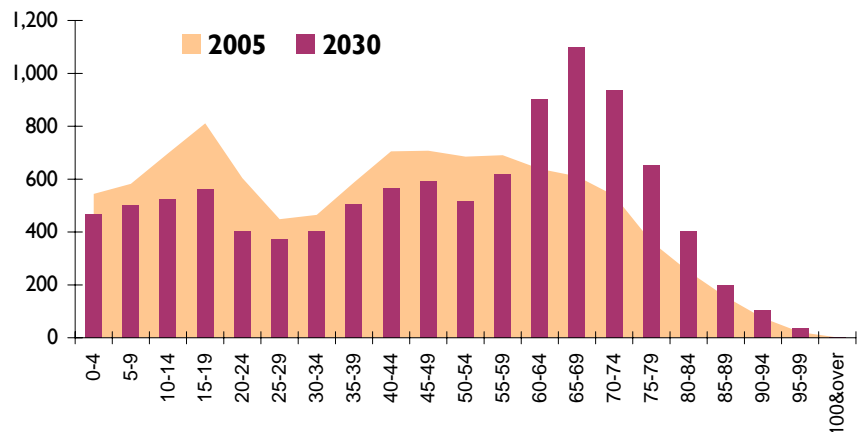
The county's population growth was slower than the state's (3.1%) and the nation's (3.9%). The county's population growth was also different in character. Forest County experienced more deaths than births, so all of its population gain was attributable to net migration (more people moved in than moved out). Wisconsin demographers expect more deaths than births in Forest County through 2030 and expect net migration between 2015 and 2020 to be 167, or 28 percent less than net migration between 2000 and 2005.

The graph to the right contrasts the age demographics of 2005 (the lighter area) with the projections for 2030 (the darker bars). Every age group under 55



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

Population by Age Groups in Forest County



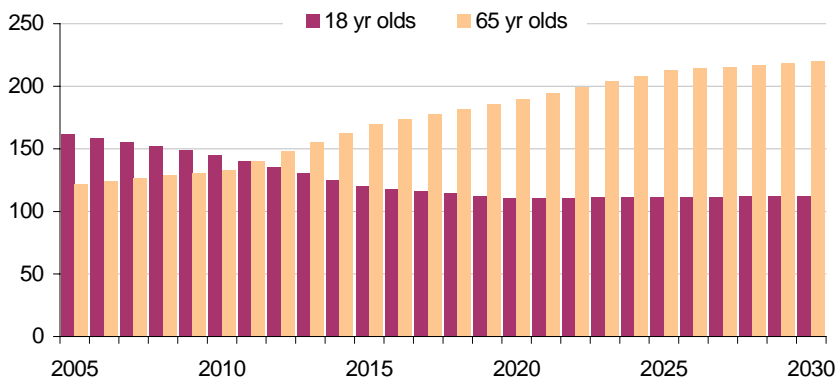
Source: WI Dept. of Administration, Demographic Services

Future Population and Labor Supply

The graph to the right shows how many people will turn 18 each year and how many people will turn 65 each year. Some workers will start their careers later than the age of 18 and some will leave the labor market before reaching 65, but these can be rough proxies for people entering the labor market and people leaving the labor market. Between 2005 and 2030, the number of residents turning 18 each year shrinks from roughly 162 to 112; meanwhile the number of residents turning 65 each year grows from 122 to 220. This has serious ramifications for any establishment whose customer base or employee pool includes significant numbers of baby-boomers.

The baby boom (1946 to 1964) was dominated by white, non-Hispanic children. Subsequent increases in national birth rates relied heavily on Hispanic and non-white parents. The graph below shows that despite the Mole Lake Indian Reservation, Forest County is nearly as homogeneous as Wisconsin. For reasons beyond the scope of this profile, the labor force participation rate (the frequency with which people work and look for work) tends to be higher among Hispanic and non-white populations than it is among white non-Hispanic populations.

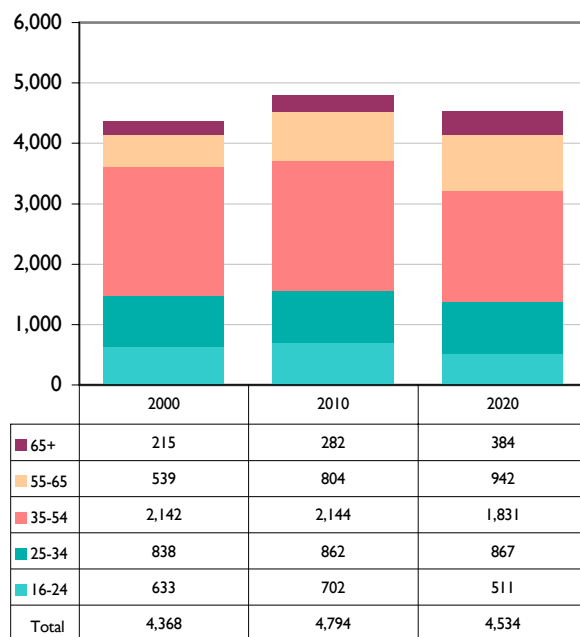
Convergence of 18 & 65 year old population in Forest County



Source: WI Dept. of Administration, Demographic Services

Below, the Labor Force Projections by Age graph is based on current participation in Forest County with adjustments in each age group based on national projections. Older cohorts are more white and non-Hispanic, so their participation rates may be below national levels. From 1990 to 2000, the labor force grew about 31 percent. Between 2000 and 2010, it will grow 10 percent. In the following decade (2010 to 2020) it will shrink. Even changes much milder than predicted could constrain job growth.

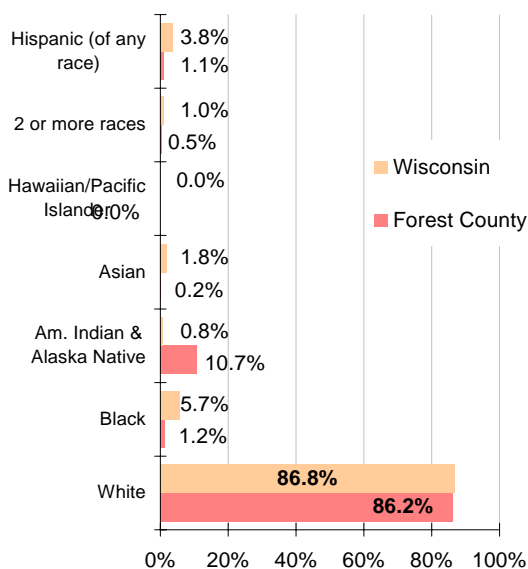
Forest County Labor Force Projections by Age



Decade change	31.2%	9.8%	-5.4%
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Source: DWD, Office of Economic Advisors, August 2004

Race and ethnic distribution

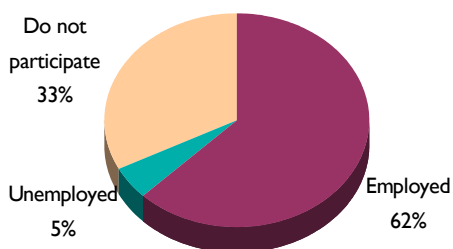


Source: U.S. Census Population Characteristics Estimates, 2002

Current Labor Force

The participation rate is the share of the 16-and-over population that is employed or unemployed. In 2003, the national participation rate was 66.3 percent and Wisconsin's was 72.9 percent. In Forest County, the participation rate of 67 percent indicates that 33 percent of the population 16 years or older did not participate in the labor force by working or seeking

Labor force participation in Forest County

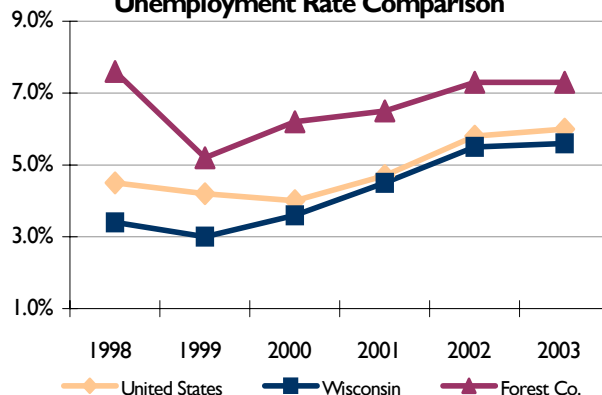


Source: DWD, Office of Economic Advisors, July 2004

work. The group that does not participate usually includes retirees, students and at-home parents. In Forest County, retirees are probably the most prominent segment of this group and analysis on pages 1-2 suggests that retirees will become a more prominent cohort in years to come.

The unemployment rate graph below shows that Forest County's rates began to rise in 2000, but did not rise higher than the 1998 spike. The county saw more encouraging rates in the second half of 2003 and first half of 2004 than it had seen in the first half of 2003.

Unemployment Rate Comparison



Forest County Civilian Labor Force Data

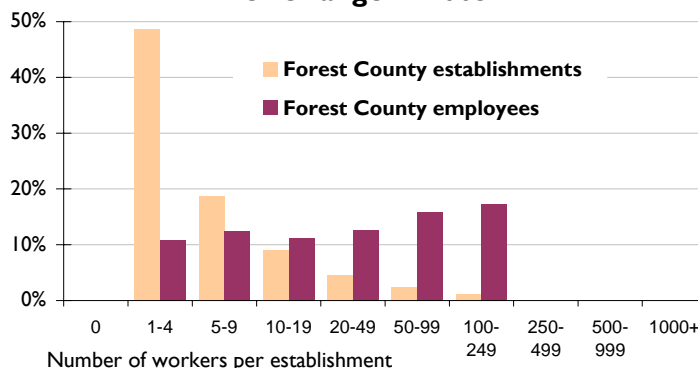
	1998	1999	2000	2001	2002	2003
Labor Force	4,601	4,385	4,623	4,999	4,982	5,136
Employed	4,252	4,155	4,336	4,675	4,619	4,759
Unemployed	349	230	287	324	363	377
Unemployment Rate	7.6%	5.2%	6.2%	6.5%	7.3%	7.3%

Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

Establishments by Size

Roughly 335 establishments reported operations in Forest County and 226 of them reported 9 or fewer employees. The lighter set of bars in the graph shows that the 1-4 employee size class and the 5-9 employee size class together account for nearly 68 percent of the reporting establishments. Just 17 percent of establishments belong in the four size classes between 10 employees and 249 employees (10-19, 20-49, 50-99, 100-249). This contrasts sharply with the darker set of bars, which shows that just 23 percent of the jobs were with establishments in the 1-4 and 5-9 employee size classes, and nearly 57 percent of jobs were with establishments in the four size classes between 10 employees and 249 employees.

Share of establishments & employees in size range in 2003



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

Industries & employers by size

Listed in the table in the middle of the page, Forest County's ten largest industry groups provided roughly 77 percent of the jobs in the county. As the school-aged population shrinks and the retirement-aged population grows faster than the working-aged population, health care job growth will probably outpace educational services job growth.

Listed in the table in the middle of the page, Forest County's ten largest employers accounted for roughly 49 percent of the jobs in the county. As the population in prime tax-paying years becomes a smaller share of the population, reliance on public funding (including Medicare or Social Security) could limit employment growth for some establishments.

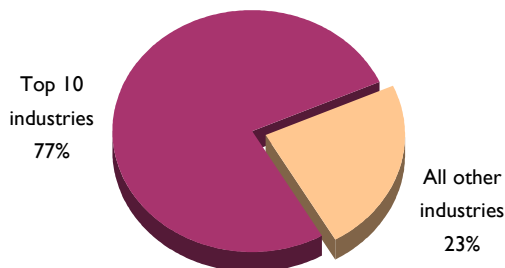
Top 10 Industries in Forest County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Executive, legislative, & gen government	17	733	53	184
Amusement, gambling & recreation ind	5	424	5	not avail.
Educational services	5	306	-25	-41
Wood product manufacturing	10	297	13	-37
Nursing & residential care facilities	suppressed	suppressed	not avail.	not avail.
Food services & drinking places	26	159	14	-4
Truck transportation	37	136	5	-16
Food & beverage stores	4	119	-8	-14
Administration of environmental programs	suppressed	suppressed	not avail.	not avail.
Ambulatory health care services	8	82	3	-1

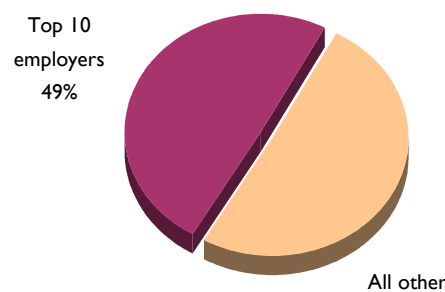
Top 10 Employers in Forest County

Establishment	Product or Service	Size (Dec. 2003)
Forest County Potawatomi Community	Tribal governments	250-499 employees
Potawatomi Bingo/Northern Lights	Casinos, except casino hotels	250-499 employees
School District of Crandon	Elementary and secondary schools	100-249 employees
County of Forest	Executive and legislative offices, combined	100-249 employees
Sokaogon Gaming Enterprise Corp.	Casinos, except casino hotels	100-249 employees
Arizconsin Group Inc.	Homes for the elderly	100-249 employees
School District of Wabeno Area	School and employee bus transportation	50-99 employees
J Schaefer Enterprises Inc.	Supermarkets and other grocery stores	50-99 employees
Nu-Roc Community Healthcare Inc.	Nursing care facilities	50-99 employees
Department of Agriculture	Administration of conservation programs	50-99 employees

Share of jobs in top 10 industries in Forest County

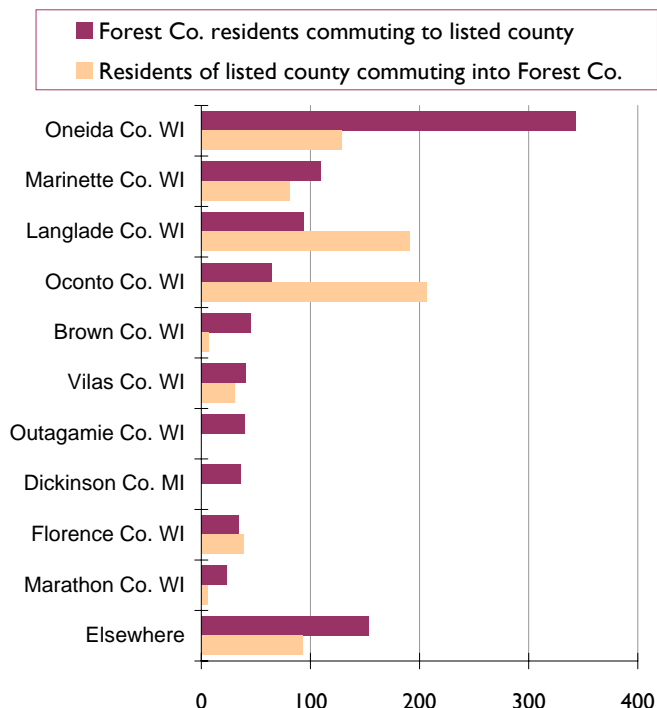


Share of Forest County jobs with top 10 employers



Commuting

The 2000 Census reported that approximately 985 Forest County residents worked outside the county (about 25 percent of working residents). At the same time, roughly 784 workers from other counties commuted in (about 21 percent of jobs located in the county were filled by residents of other counties). Crossing a county line does not necessarily mean a longer commute than finding a job in the county. Nearly 64 percent of Forest County workers traveled fewer than 20 minutes for work. The darker set of bars in the graph to the right shows that Forest County sends more workers to Oneida County than to any other single county. The Census Bureau estimates that four-fifths of the workers traveling from Forest to Oneida go to Rhinelander, a city whose population is three-quarters the size of Forest County's. In the manufacturing sector, Marinette and Oneida offer higher wages and higher concentrations of employment than Forest. Langlade and Oconto send workers into Forest, perhaps for leisure and hospitality jobs that constitute a greater share of total employment in Forest than in Langlade or Oconto.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

Key occupations & wages

The table to the right lists some of the occupations with the greatest estimated employment in the Forest County area. The range bracketed by the 25th percentile wage and the 75th percentile wage might be called a typical wage range because a quarter of the occupation's workers earn less, a quarter earn more and about half earn a wage somewhere in the range.

Those occupations requiring less training and education tend to see lower wages and narrower wage ranges (e.g. cashiers and waiters/waitresses). These factors contribute to turnover. Many well-paid technical or professional positions congregate around groups of economic hubs such as headquarters and major operational centers. Less metropolitan areas tend to see less white collar work and more general labor, as the table indicates.

Occupation title	Hourly Wages			
	Mean	Percentile		
		25 th	50 th	75 th
Truck drivers, heavy & tractor-trailer	\$15.67	\$13.60	\$15.49	\$17.22
Cashiers	\$7.89	\$6.49	\$7.55	\$8.88
Waiters & waitresses	\$7.62	\$5.97	\$6.61	\$8.13
Retail salespersons	\$9.71	\$7.41	\$8.96	\$10.69
Maids & hskpg. cleaners	\$8.89	\$7.17	\$8.56	\$10.60
Office clerks, general	\$9.17	\$7.08	\$8.75	\$10.90
Nursing aides, orderlies, & attendants	\$9.81	\$8.60	\$9.79	\$11.02
Secretaries, except legal, medical, & executive	\$10.83	\$8.96	\$10.49	\$12.72
Comb. food prep. & serving workers (fast food)	\$7.51	\$6.18	\$7.26	\$8.69
Bookkeeping, accounting, & auditing clerks	\$11.73	\$9.34	\$11.19	\$13.73
Carpenters	\$13.48	\$10.44	\$12.98	\$16.04
Janitors & cleaners, except maids & hskpg. cleaners	\$9.79	\$7.35	\$9.09	\$11.90
Team assemblers	\$12.04	\$9.15	\$11.08	\$14.11
Laborers & freight, stock, & material movers, hand	\$9.60	\$8.35	\$9.66	\$10.75
Registered nurses	\$23.30	\$19.19	\$21.92	\$26.27
Bartenders	\$8.61	\$6.99	\$7.89	\$9.33
Sec. school teachers, except special & voc. ed.	-	-	-	-
General & operations managers	\$33.23	\$20.40	\$27.74	\$41.19
Elem. school teachers, except special ed.	-	-	-	-
Dishwashers	\$7.03	\$5.91	\$6.47	\$7.34

Forest County is part of an area which includes Door, Florence, Forest, Green Lake, Kewaunee, Langlade, Marquette, Menominee, Oconto, Shawano and Waushara counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

Employment and Wages

Overall, Forest County establishments reported paying just under 69 percent of Wisconsin's all-industries average wage. The table to the right shows that the public administration sector reported a higher average annual wage (\$27,801) than any other sector. The table and chart below show that its total payroll (\$22.5 million) and its employment (811) were greater than any other sector's. The leisure & hospitality sector accounts for 21 percent of the county's employment and 16 percent of the total payroll. It added more jobs in 2003 than any other sector and was the only sector where wages were higher than the state average for the sector. Within leisure & hospitality, the accommodation and food services segment paid an average wage of \$8,652 (well below Wisconsin's average of \$10,330) and arts, entertainment and recreation paid an average wage of \$22,526 (well above Wisconsin's average of \$20,336). Moreover, 63 percent of Forest's leisure & hospitality employment was in the latter

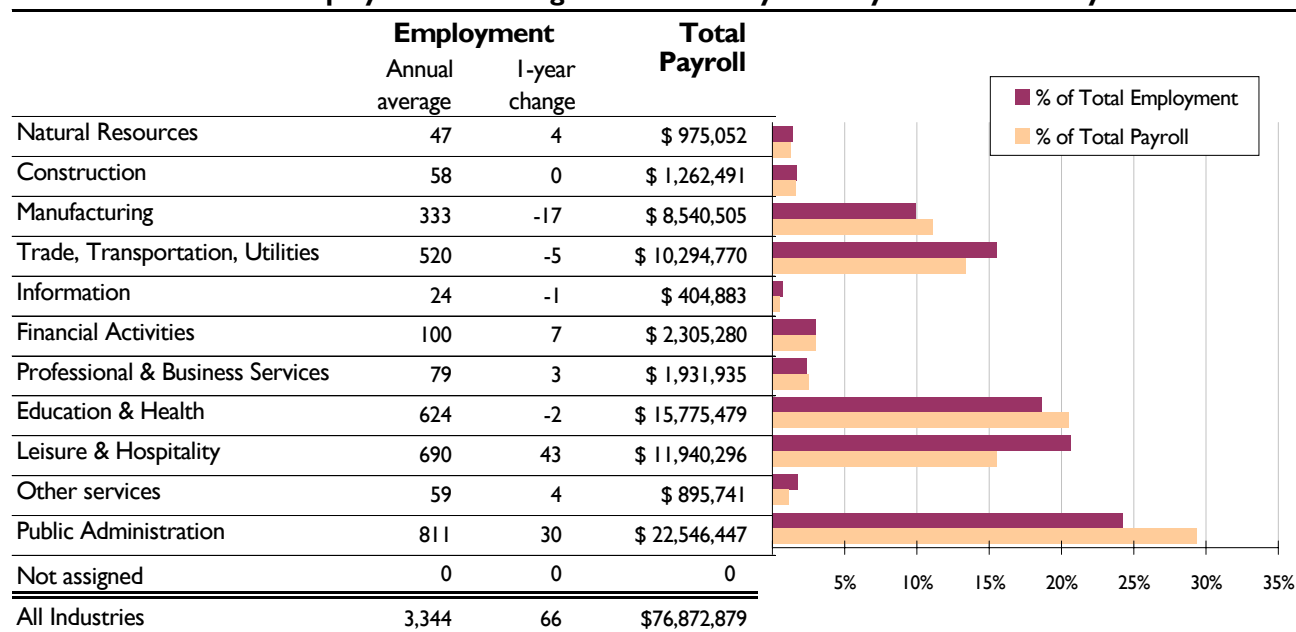
Average Annual Wage by Industry Division in 2003

	Average Annual Wage Wisconsin	Average Annual Wage Forest County	Percent of Wisconsin	1-year % change
All Industries	\$ 33,423	\$ 22,988	68.8%	5.3%
Natural resources	\$ 25,723	\$ 20,746	80.7%	-7.3%
Construction	\$ 40,228	\$ 21,767	54.1%	1.5%
Manufacturing	\$ 42,013	\$ 25,647	61.0%	4.8%
Trade, Transportation, Utilities	\$ 28,896	\$ 19,798	68.5%	2.2%
Information	\$ 39,175	\$ 16,870	43.1%	19.2%
Financial activities	\$ 42,946	\$ 23,053	53.7%	2.9%
Professional & Business Services	\$ 38,076	\$ 24,455	64.2%	0.1%
Education & Health	\$ 35,045	\$ 25,281	72.1%	5.6%
Leisure & Hospitality	\$ 12,002	\$ 17,305	144.2%	7.4%
Other services	\$ 19,710	\$ 15,182	77.0%	7.2%
Public Administration	\$ 35,689	\$ 27,801	77.9%	7.7%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

(higher paid) segment, while 83 percent of Wisconsin's leisure & hospitality employment was in the former (lower paid) segment. The educational services segment of education & health services had a higher average annual wage (\$31,614) than the health care and social assistance segment (\$19,711). Demographic analysis from pages 1-2 suggests that demand for the health care and social assistance may grow faster than demand for educational services.

2003 Employment and Wage Distribution by Industry in Forest County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004

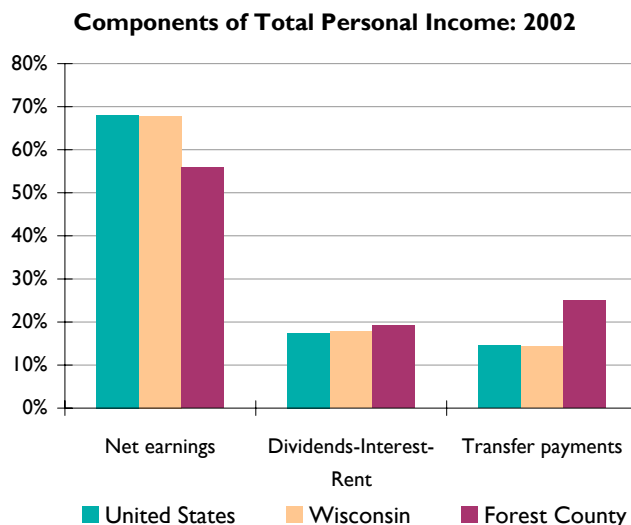
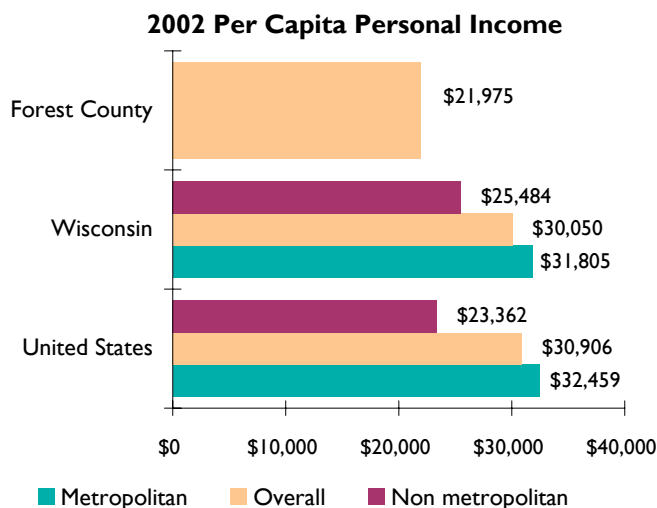
Per Capita Personal Income

In 2002, Forest County's per capita personal income (\$21,975) was below non-metropolitan Wisconsin's PCPI (\$25,484) and the national non-metropolitan PCPI (\$23,362). Between 1997 and 2002, Forest County's PCPI growth (28.6%) exceeded Wisconsin's (22.6%) and the nation's (22.0%). PCPI estimates beginning in 1969 shown no gap between Forest County PCPI and non-metropolitan Wisconsin PCPI as small as the current gap (14%). In 2001, inflation outpaced Wisconsin's PCPI growth and the nation's.

Growth in PCPI relates to demographic shifts discussed on pages 1-2. As a greater share of the population enters retirement, more residents rely on transfer payments (such as Social Security) and fewer have net earnings (typically associated with employment). Transfer payments are not likely to grow as fast as net earnings. Households with substantial investment income (dividends, interest or rent, including retirement or pension plans) are more likely to consider warmer climates for retirement, so PCPI growth may slow.

	Per Capita Personal Income						Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Forest County	\$17,086	\$17,519	\$18,832	\$18,816	\$21,011	\$21,975	4.6%	28.6%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Forest County	\$19,151	\$19,335	\$20,336	\$19,657	\$21,343	\$21,975	3.0%	14.7%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

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email: Dan.Barroilhet@dwd.state.wi.us

Metropolitan Statistical Area (MSA) - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

Non-metropolitan county - Any county that is not a member of a metropolitan statistical area.

Net Migration - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

Natural Change - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

Employed - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

Unemployed - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

Labor Force - The sum of the employed and unemployed, whom are at least 16 years of age and older.

Unemployment Rate - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

Labor Force Participation Rate (LFPR) - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

Suppressed - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

Total Personal Income - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

Per Capita Personal Income (PCPI) - Total personal income divided by the total population.

Current Dollars - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

CPI-U - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.